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| **Plenipotentiary Conference (PP-18) Dubai, 29 October – 16 November 2018** |  |
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| PLENARY MEETING | **Document 68-E** |
|  | **12 October 2018** |
|  | **Original: Spanish** |
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| Argentine Republic/Costa Rica/Dominican Republic | |
| Proposals for the work of the conference | |
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| **Purpose**    The objective of the signatory administrations is to transform ITU into a leading organization in the defence of gender equality and a pioneer in ensuring that women hold positions among its elected officials.  We understand that the inclusion of measures to enhance women’s representation comes in response to the slow or almost non-existent increase in the numbers of women in senior management and elected positions.  The need to change the way the election processes are structured is aimed at ensuring such equality in practice.  The intention to explore alternatives, such as quota systems, is based on the concept of equity, which sets out a different treatment of inequalities to ensure equality. It has been asserted that the balanced participation of men and women in decision-making can generate different ideas, values and behaviours, leading to a fairer and more balanced world for both women and men.  It is proposed that the subject be studied within the framework of the Council so that it may determine how best to give effect to the resolution. | |

ADD ARG/CTR/DOM/68/1

Draft New Resolution [ARG/CTR/DOM-1]

Gender mainstreaming in the election of ITU officials

The Plenipotentiary Conference of the International Telecommunication Union (Dubai, 2018),

recalling

*a)* United Nations’ Sustainable Development Goal 5 on gender equality, the targets of which include ensuring women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life;

*b)* the Beijing Declaration and Platform for Action, which call on governments to aim at gender balance in the lists of national candidates nominated for election or appointment to United Nations bodies, specialized agencies and other autonomous organizations of the United Nations system, particularly for posts at the senior level;

*c)* Resolution 70 (Rev. Busan, 2014) of the Plenipotentiary Conference, on mainstreaming a gender perspective in ITU and promotion of gender equality and the empowerment of women through information and communication technologies;

*d)* the United Nations system-wide Action Plan on gender equality and the empowerment of women (UN-SWAP), which for the first time assigns common performance standards for the gender-related work of all United Nations entities;

*e)* the Gender Equality and Mainstreaming Policy (GEM), which provides a tool to ensure that gender equality remains a core consideration in ITU’s strategic programmes, plans and activities;

*f)* the Convention on the Elimination of All Forms of Discrimination against Women, which requires the United Nations to take appropriate measures to ensure the full development and advancement of women, including the adoption of temporary special measures aimed at accelerating de facto equality between men and women which shall not be considered discrimination as defined in the Convention, emphasizing that this does not imply the maintenance of unequal standards, but that such measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved;

*g)* the 2017 United Nations System-wide Strategy on Gender Parity, which recommends that the Executive Office of the Secretary-General develop a consolidated modern executive search function for senior appointments across the United Nations system for the purposes of developing and maintaining a senior talent inventory of eligible women;

*h)* ITU’s 2018 Gender Parity Strategy, which aims to maximize all opportunities to improve ITU’s gender balance across all levels of staff;

*i)* paragraph 61 of ITU’s Human Resources Strategic Plan, Document CO9/56, which assigns the Secretary-General with the responsibility for achieving geographical and gender balance,

considering

*a)* that the United Nations has shown that the meaningful inclusion of women in decision-making increases efficiency and productivity, brings new perspectives and solutions to the table, releases greater resources, and strengthens efforts in all areas of work;

*b)* that the United Nations Secretary-General formally presented the System-wide Strategy on Gender Parity in September 2017 and made a commitment to reach parity at the senior leadership level, including the under-secretaries-general, assistant secretaries-general, representatives and special envoys, by the end of 2021, and parity across the Organization “well before 2030”;

*c)* that the Organization should be modernized and its institutional culture changed so that the United Nations may access and exploit its full potential;

*d)* that parity is fundamental to the credibility of the Organization as a model of behaviour;

*e)* that an under-representation of women in ITU can be noted in the essential and high- visibility categories, such as leadership and senior management posts;

*f)* that throughout its 150-year history, ITU has never had a woman as an elected official;

*g)* that in order to change this situation, decisions are required for positive action that produce a tangible result in the short term,

recognizing

*a)* that the ITU Secretary-General is an “International Gender Champion” and has made public commitments towards gender equality;

*b)* that the elected officials and directors have been encouraged to make their own public gender equality and parity commitments and make specific, concrete and ambitious commitments to enhance those within their divisions;

*c)* that several actions have been adopted within ITU to increase the number of women in posts and on delegations representing Member States and Associates;

*d)* that having women in decision-making posts is an incentive for women’s participation and also serves as a mechanism to promote women’s vocations in science and technology from an early age;

*e)* that actions remain to be taken regarding women’s representation in elected positions,

taking into account

*a)* that the adoption of quota systems to guarantee women’s participation has achieved very satisfactory and specific results for the inclusion of women in political life;

*b)* that the establishment of criteria on quotas for women’s representation should not be considered as contrary to people’s merits or qualities but rather as an innovative and pioneering policy to reduce gender disparity and the non-representation of women in elected positions;

*c)* that the adoption of corrective measures intended to increase candidatures from women seeks to eliminate existing discrimination, remedy the past and provide for the future, ensuring that both women and men have equal opportunities to compete for ITU decision-making posts;

*d)* that the establishment of strategies to prevent unintended gender-based discrimination in election processes contributes to the achievement of parity targets,

resolves

that it should be guaranteed that at least one of the five officials elected during the plenipotentiary conference shall be a woman,

instructs the Council

1 to study alternatives and mechanisms towards guaranteeing the outcome of the present recommendation, such as a quota system;

2 to conduct the work necessary for amending the specific rules of procedure for the election of the Secretary-General, the Deputy Secretary-General and the Directors of the Bureaux of the Sectors for the implementation of this resolution and to present a report to the 2022 plenipotentiary conference,

encourages Member States

to present candidatures from women for the posts of Secretary-General, the Deputy Secretary-General and the Directors of the Radiocommunication, Telecommunication Standardization and Telecommunication Development Bureaux.

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